

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

October 21 – 22, 2004

9:00 AM

MINUTES

THURSDAY SESSION

EXECUTIVE SESSION: (8:00 – 9:00 AM)

Appeals

Superior Court Cases

MEETING CALLED TO ORDER

ROLL CALL

CHAIRMAN CROW introduced and welcomed a new member to the Council, **David D'Hondt**, from **Absher Construction**, employer member. **Dave Johnson** was reappointed as an employee member.

GREETINGS: **L&I Director, Paul Trause** said a few words and then introduced **Representative Timm Ormsby**, who welcomed us to Spokane.

MINUTES: M/S/C July 15 – 16, 2004 as written

CERTIFICATES OF MERITORIOUS SERVICE:

<u>Name</u>	<u>Organization</u>
Paul F. Blaski	Seattle Area Roofers
Jeanette Collins	Snohomish County PUD #1
Ron Gross	Snohomish County PUD #1
Cindy Wellman	Snohomish County PUD #1
Gary Younghans	Southwest Washington Electrical JATC

CORRESPONDENCE: M/S/C as presented

REPORTS:

State Board for Community and Technical Colleges

Pat Ward reported: During this past quarter, we were asked to review three RSI's as part of the RSI review committee. Two of those RSI's were identical to ones that had been approved within the last couple of years, so we didn't have a committee meeting. We just agreed that we would approve them. The third one was one that we requested more information on.

The tuition waiver for apprentices within the community and technical colleges went to a 50 percent mandatory waiver beginning fall quarter, which started in September. We have been asked, both by the Council and by our state board, to track what happens with the revised waiver to determine the impact on both the apprenticeship community and the community and technical colleges. It's too early in the game to give you any information, but I just wanted to reinforce that we are talking with both our system and the apprenticeship community. We've asked them to share with us not just emotional responses and "we hate this," "we love this," "it's working," "it's not working"; but with information that we can share to base a decision on continuation or modification on that.

In the 2005-07 operating budget for the community and technical college system, we are requesting an additional 150 FTE designated for apprenticeship per year; for a total of 300 FTE over the biennium. Our budget request is at our state board meeting, and they're also meeting here in Spokane this week. If they approve, which we fully expect they will, then it'll go on to the legislature. Again, that's 150 additional apprenticeship FTE per year in the next biennium.

Finally, I want to tell you that one of the initiatives that we have at the state board is a concept called Centers of Excellence. A Center of Excellence is a niche market for one of our community or technical colleges where they serve as a convening collaborative body for our system in a specific area, for example, automotive or information technology. We have just awarded Renton Technical College a Center of Excellence designation and funding for Center of Excellence in construction. That's significant because a good part of their construction program is apprenticeship. They do have stand-alone professional technical programs in construction management, but a large part of their program is apprenticeship. We feel this is significant, and so my congratulations to Beth Arman, who was the author of that document and who pushed and pushed. We see this as a good thing for Renton Technical College, the construction community, and the apprenticeship community.

Workforce Training and Education Coordinating Board

Heather Fredericks, representing Ellen O'Brien Saunders from the Workforce Board, reported: Very brief report today from the Workforce Board. The first two items we did discuss, actually probably all three items yesterday in the affirmative action meeting.

The first is that our high skills-high wages 2004 document is now available. There are executive summaries available out front, and we can provide other document formats if you can't read that or if it isn't making sense to you. If you want to see something else, we have it available. We're very excited about this version of high skills-high wages. There's some great language in there about expansion and providing more opportunities for program growth in apprenticeship. We especially want to thank Nancy Mason, Karen Carter, and Patrick Woods for all of their input to the objectives and strategies this year, across all four major goals in high skills-high wages.

The second item that I'd like to discuss today is our workforce strategies conference. We have our annual conference coming up. It is November 9th and 10th this year in Tacoma, Washington, at the Tacoma Sheraton. There are flyers available. There's still some registration available, and it's on-line. Those flyers are outside the door. .

The final thing I wanted to mention is, yesterday in our affirmative action meeting, Beth Arman, from Renton Technical College, and I offered to provide a grant-writing survey for a

workshop that we would like to do in January. There are still some surveys available outside the door. We would love it, if you weren't at that meeting, to fill out the survey, let us know what you would like to learn about. We'd like to continue to provide that kind of technical assistance throughout the year on grant-writing, fund-raising, facility use, different ideas that we have that we can do to support the apprenticeship community.

Congratulations to Renton Technical College. By the way, Susan Crane is going to be doing triple duty at our conference. I think she's a speaker for us on incumbent workers. We really appreciate that, Susan.

Employment Security Department

No report. Jess Wilson will give an update to the Council in January 2005.

Apprenticeship Training, Employer, and Labor Services (ATELS)

Anne Wetmore reported: I have several things to report.

First of all, on a national level, on Labor Day at the PNC Park in Pittsburgh for the Milwaukee Brewers and Pittsburgh Pirates game a trades skills day was highlighted as kind of a kick-off for the national initiative on "Skills to Build America's Future." This initiative is designed to build national awareness on the importance of skilled workers to our economy and our nation and to inform the public, especially young people, about apprenticeship opportunities available to help people enter and train for the skilled trades. According to the outreach, efforts are underway with the Department of Education, especially working with educators, working with other media events, other sports organizations, and workforce investment system. Since this is just starting, I will give you more information in January as that continues to kick off. I just wanted you to be aware of that.

I was back in Chicago a couple of weeks ago. We have what is called a National Information Technology Apprenticeship System that has been designed. It's called NITAS. This has been looking at IT workforce program developed by CompTIA, which is the largest trade association for IT employers. They have over 20,000 members in 102 different countries. It's been in existence for 22 years. They are not only a trade association for all of the employers, but they are the key certification lobby. They put out certifications for IT, like A+, if you've heard of that. That's from CompTIA. The Department of Labor's worked with CompTIA over the last several years, and they've been putting in an infrastructure to build apprenticeship in IT because they do believe in this as a good way to train their employees, and our Navy shipyard, the undersea workers that are actually in Keyport has two apprenticeship programs they've developed and working with the NITAS system for IT generalists and information assurance specialists that are now being used around the country. If any people are interested in the Washington State, they can work with us. CompTIA is going to serve as the actual program sponsor that employees can work, employers can be training agents to, or people certainly can do their own individual IT apprenticeship program using some of the standards and all that have been developed with Department of Labor.

Another thing that's a national-type initiative was the CAEL project. It's been almost a year since we were named as one of the five pilot sites for healthcare apprenticeship through working with CAEL, the Council for Adult and Experiential Learning. We have hired Danielle Jackson, who is in the room, and I would like for her to stand because I think she needs a round of applause for all the work she's done this past year in developing healthcare

apprenticeships. We appreciate all the work that she has done with the Sunbridge Health system that was in front of you at the last Council meeting, that you approved restorative aid as a way that is bringing healthcare workers up from entry level to be able to have their CNA, their restorative aid, which gets more money than a CNA. They'll have 15 credits towards their LPN prerequisites by the end of that first year of this apprenticeship. That's just first round of LPN apprenticeship that we are working to develop.

We have two more apprenticeship programs coming up before you for approval today with two hospitals out in this area. That's very exciting. All this groundwork has been laid by Danielle, working with a lot of folks here in this room. We do want to continue the work with healthcare apprenticeship development. Even with CAEL being completed in our state, we will still be sharing information with other areas.

Another national situation, too, that's kind of raised from a model that we have out in our state I wanted you to be aware of, is working with people with disabilities through apprenticeship. Pam Doss has a subprogram with Skookum, which is a CBO, who hire trained workers with disabilities. They have a contract with the Fort Lewis Army base for a vehicle maintenance program. They set up an apprenticeship program working with the automotive apprenticeship program that's established down in Pierce County. Their coordinator's working with them. They are just starting their second year. They have 25 apprentices, I think 20 of the 25 have severe handicaps, severe disabilities. We're using that as a model around the country now for other people that work with disabilities, where they can see that a lot of people that have certain disabilities can go ahead and move up a career ladder that were designated to just do laundry work or janitorial work. We've been doing this around the country.

I've had a request from the Council to find out if other states receive our RSI training money directly to the apprenticeship programs rather than going through the colleges. I did survey all the other state directors under federal level and found out so far only two states are doing this. We have Texas, who gets a certain amount of money per apprentice per contact hour. That comes down to the program sponsor to pay for the RSI through the educational type organization. They can use it with the community college.

If anyone is interested in finding more details, I've got the details on it. I just didn't want to take up that much time right now. Texas is one of them. The other one is Florida. Now, Florida has done away with the Department of Labor and Industries in Florida. The money comes from the Department of Education for apprenticeship. It had been coming down through the sponsors, and right now, as in other areas of the state of Florida, there's a lot of turmoil and reorganization going on. So right now I don't want to use them as an example until January. Maybe they'll have it figured how it's going to work in Florida and how it was a pretty good system a while back.

Those are the only states that I did find that do have money going straight to the apprenticeship program. I was also asked to check on how many apprenticeship programs and apprentices have their tuition paid by the public sector employees, employers, or through public funds. I did a lot of work. I went through all the different programs in our state, and really didn't go through every single training agent, because there's so many of them, thousands. But I was able to find 43 programs that are state-approved and about 558 apprentices at least fall into this category, such as fire departments; public utilities districts; city, like City of Seattle, City of Tacoma. There's the Port of Seattle, Port of Tacoma. There

are a lot of different government employers who do pay the tuition to the college for the apprentice. Now, in the federal system, we have four programs and we have 562 apprentices that fall under this category. So both state and federal-approved programs do have employers that are public employers that pay tuition. These apprentices are all tax-paying civilians, not military people, enjoying a career pathway afforded by apprenticeship. There's no extra government money that is going to any of these programs, state or federal, as I was investigating that. If there are other questions or concerns, I'll be glad to work closer with any of the councilmembers or the Department to even look into this further for other questions.

The last thing I have to say is that I did participate in the summit. The Oregon Tradeswomen group put on a summit along with the Department in Portland, Oregon, for working with youth of color and women into the highway construction field, how to get more in there, along with retention issues – that type of thing. What we found out is that Oregon does have a grant now, or money from the federal government, that they are going to be able to bring down part of the one-half of 1 percent money that are available through federal funds to work with getting people of color and women into apprenticeship, apprenticeship preparation, and also working on mentoring, different things that you can use the money for.

I would like to ask the Council that working with our Department of Transportation folks here in our state that we should really get together and try to see if we can't bring some of that money down. It's there to be tapped into. I'm just not sure how to do it, and I think if we all sat down, we could figure it out. That could really do a lot for the work that you wanted to do on the career apprenticeship system in our state. I think that money could be used for that and will do a great job.

One other thing for retention, as we're looking at retention when we do compliance reviews, the retention of apprentices, is a really important thing to all of us. It's great to get people there, but you want them to stay in.

One of the things that our national office is starting to do is to count retention of apprentices in our national system as nine months from the first day of employment as an apprentice. That's so we can compare our workforce development program apprenticeship with the other ones across the board on a national level. So we're using that nine months because this is the first time we've all been really looking at the retention issues ourselves on a national level.

COUNCILMEMBER NICHOLS commented: Anne, congratulations on the IT apprenticeship. I know that for every innovation, every expansion of apprenticeship that we've had in the state over, your fingerprints were all over all of them. I think if it weren't for you, the expansion that we have got and the creativity that we have in this state would not be happening. Thank very much.

MS. WETMORE responded that there are a lot of good people in this room that work on it, too, not just me. It's fun. It's good stuff and it helps workers move up and make good living wages. That's what it's all about.

Office of Superintendent of Public Instruction

No report.

Higher Education Coordinating Board

No report.

Labor and Industries Affirmative Action Advisory Committee

Pam Doss reported on behalf of Peter Guzman.

The L&I Affirmative Action Committee met October 20th, 2004. Peter Guzman, chair of Affirmative Action Committee, gave a report on a contractor-focused meeting held in Tacoma in September 2004, regarding contractors' experience with employing local residents as apprentices on the City of Tacoma public works projects.

Observations from that meeting: 1) There is a difficulty in attracting renewal community applicants, also known as empowerment zone applicants, for apprenticeships to work on their jobs; 2) When their renewal community apprentices are employed, retention tends to be lower than other apprentices; 3) There is a need to improve relationships with community-based organizations; 4) Lack of a valid driver's license for some applicants continues to be a barrier for employment.

Heather Fredericks from the Workforce Training Board and Beth Arman from Renton Technical College discussed high skills-high wages 2004 report and other strategic initiatives.

Beth Arman spoke about presenting training workshops on grants that would benefit apprenticeship. A survey was handed out asking for feedback on the level of interest from the apprenticeship community on this subject.

Seattle Conservation Corps, Kathy Anderson, presented a PowerPoint presentation that described their program. This program provided homeless adults with employment training opportunities in a structured program that built projects that benefited both the Seattle citizens and the environment. This program has proven effectiveness in changing its participants' lives by providing them with dignity and a job. This program has high retention rates for its participants and for a self-sustained program. They are looking to partner with apprenticeship programs as a means of employment for their clients.

Labor and Industries Apprenticeship Retrieval Tracking System (ARTS) Upgrade

Nancy Mason reported: The Department continues to improve the apprenticeship tracking system. For those of you at the coordinators' meeting yesterday, I was asked if the limited training agent forms, for the limited training agents, for the utilization on public works projects could be put on your Web site. In talking with Michael this morning, he says he can make that happen. So we will do that for you.

Also, I asked Michael if any western Washington programs had turned in quarterly OJT hours, and he confirmed that, yes, some of you are. So thank you for doing that.

We continue to improve on ARTS, and we're almost recovered from a little setback we had from the agency decision to go from Crystal Reporting to Crystal Enterprises. It impacted our programming quite a bit, so we're almost back to where we were six or eight months ago with reports that you could get off of the public side of our Web site.

If you continue to have problems with reports, please let Michael know and he'll continue to send service requests downstairs to get those taken care of.

General Administration, State of Washington

John Lynch, assistant director at the Department of General Administration, responsible for the division of engineering and architectural services, reported: Since the governor's executive order on apprenticeship kicked in, we've been putting apprenticeship requirements into our construction contracts. This year the requirements changed to 15 percent of total labor hours for apprentices, and we apply those to contracts of \$1 million and above. I have a report of the information to date that we've been given by our contractors. I'll give copies to you. These are on the handout table.

Many of our contractors do a very good job giving us information, and others, unfortunately, don't do a very good job giving us information. I've been aware that we've been spending a lot of time calling them and kind of extracting this information month by month. When I put together the report for this week's meeting, I became aware that the information is not nearly as complete and up to date as I would like it to be. We will be stepping up some efforts to get our contractors to comply with the requirements for data reporting. I hope to be able to report some progress in that area at the next council meeting.

A couple more things that you might be interested in. We have a very large contract that we will be signing in the next couple of months. It's a project at the penitentiary in Walla Walla. The construction contract will be about \$100 million. That's going to create a need for a lot of apprentices and other workers in a part of the state where we don't see that size project very often. I'm going to work with the Department of Labor and Industries to help that contractor meet the needs for that project.

Another thing that we anticipate seeing in the next year or so, the next capital budget - which will be approved by the legislature early in 2005 - is going to be a good capital budget for us in terms of workload. In other words, we're going to see a lot of projects, particularly community college projects. Those are across the state; could be as much as \$400 million of community college projects, all depending, though, on what the legislature chooses to do. We're looking forward to a lot of work, which is going to create some good jobs for workers and apprentices.

Oregon State Apprenticeship and Training Council

No report.

Washington State Coordinators' Association

Larry Walters, apprenticeship coordinator for the Northwest Laborers Training, reported: The meeting was held October the 20th at 1:00 p.m. On the agenda, we had introduction with everyone that participated in the meeting. We had a report of the Eastern Washington coordinators by Pete Nicacio; by the Western Washington coordinators, by Larry Walters. Nancy Mason, with the Department of Labor and Industries, had an open discussion, question-and-answer, discussed OJT hours and also the retention committee. Anne Wetmore, with the Apprenticeship Training, Employers, and Labor Services, gave a short report, announcing that she would give a full report here at the council meeting. Pat Ward, with the State Board of Community and Technical Colleges, gave a short report and the same statement that she would give a full report here at the Council meeting. We also covered good and welfare and announced about Chuck Danner's ballroom dancing afterwards.

New and Emerging Apprenticeship Consortium

No report.

Secretary, Washington State Apprenticeship and Training Council

Patrick Woods reported: Just a few things to update you. As this is the last apprenticeship council of this administration, I just wanted to thank all of the councilmembers for all of the work that you've done; the apprenticeship community, all of the changes that have been accomplished. When you look back at what you've done in the last eight years, you have apprenticeship utilization that is now a key part of this administration. And the report from John, I think, is very heartwarming to see that becoming a mainstream issue.

You've also seen apprenticeship funding increase during a time of reductions, both in staff and in the ARTS computer system that we've heard about.

Last sessions we had the Hat and Boots facility that was provided by the legislature at \$5.1 million value, and a whole series of things from legislation, House Bill 1234 and rules. So there's a lot to be commended, and each of the apprenticeship councilmembers have played a key role in that.

One of them is the introduction of apprenticeship to state government. We just had a brief chat about that this morning Al Link has been a key promoter of that for the last 10 to 15 years. In fact, that is now in place.

We have the first apprentice that was graduated from our auditor program at Labor and Industries, and we'll see a series of those in the claims manager and also the industrial relations agent.

In addition, the Parks Department also has apprenticeship. Some key things that we're continuing to push ahead with, so you know, one in legislation. This coming session we anticipate that we will have again before the legislature the utilization requirement being put in statute whereas it now is in the executive order. There's a lot of enthusiasm around that, and I know the Council has recommended for us to pursue it.

In addition, we are looking at prevailing wage legislation, and in fact, there will be a briefing to the legislative staff next week on the expansion of services and prevailing wage, again to ensure compliance but also to ensure a streamlined process.

Some other items on that, you may have heard about the Labor and Industries contractor days, where we're working with different agencies and within our agency to make sure of prevailing wage. Electrical, plumbing, all of the different programs, workers' compensation, are all ensuring that there is compliance along with the education.

Finally, just like to thank all of the members of the apprenticeship community and the Council for having the privilege of being your secretary since 1998. It's been a great, enjoyable time. And it's good to see Frank Forrest. I came in when Frank was going out, so it was nice to see the change of guard. Good to see you, Frank.

WSATC Compliance Review and Retention Subcommittee

Reginald Kaiser reported: The Compliance Review and Retention Subcommittee met yesterday, October 20th, 2004. Members present were Melinda Nichols, Pete Crow, Dave Johnson, Anne Wetmore, and Reginald Kaiser.

Under old business:

The Pasco Millwrights appeared before the subcommittee. After a discussion, the subcommittee motioned, seconded, and carried to find the program in compliance for numbers for minorities 2001 and by good faith effort for minorities for 2002 and out of compliance for females in 2002. The subcommittee acknowledged the good work that the program has done in the past year. This program will be looked at next year to determine the retention rate.

Signal Electric appeared before the subcommittee under affirmative action review, but we found that that was a mistake. We did have a discussion with them and, Mr. Chairman, I'm going to ask that Signal Electric return to appear before the subcommittee at the next quarterly meeting and be prepared to discuss with us why, over the last ten years, they have had 39 apprentices indentured and only three graduates. They have done a good job in terms of diversity for their program, but the retention rate is extremely poor. They have hired three apprentices, 50 percent of whom are minorities and one woman, which is an extremely good effort, and we thank him for that; but we'd like to see their numbers come up in terms of retention. The subcommittee recommended that the draft policies submitted by the Department be accepted and read at the council meeting today, and I will read that draft policy.

Before I do so, I'd like to thank all of you out there for your input. It was carefully considered, and I hope you recognize a bit of it in what we have proposed to adopt.

"The Washington State Apprenticeship and Training Council Compliance Review and Retention Subcommittee shall be responsible to review and improve apprenticeship programs with five or more apprentices for operational compliance, affirmative action compliance, and retention compliance. The subcommittee shall review records provided by the apprenticeship department and make recommendations for correction, sanction, suspension, and/or cancellation for programs out of compliance of apprenticeship standards and/or apprenticeship regulations.

The WSATC Compliance Review and Retention Subcommittee shall review current retention statistics, graduation percentages per industry segment and set retention goals per the industry segment. Retention goals shall include exceptions approved by the Council for each industry segment. Apprenticeship program compliance review will be conducted in the form and format approved by the Council. New apprenticeship programs will be reviewed annually by the committee for the first three years. Existing programs will be reviewed each year unless they have been found to be in compliance. Programs in existence for three years or more and have been found in compliance by numbers during the previous review will not be scheduled for review for two years.

Additional reviews may be scheduled based upon complaints about the operation of the program, a directive from the Council, or if Department staff detects indicators that the program is not operating in compliance.

Apprenticeship programs found to be in operation and in compliance in affirmative action and have demonstrated a retention rate over the past three years at or above retention goals for the industry segments will not be scheduled for a program compliance review for the following four years.

Additional reviews may be scheduled based on complaints about the operation of the program or a directive from the Council or if staff detects indicators that the program is not operating in compliance.” That is the policy.

Following the reading of the policy, we had a couple of questions from the audience:

First question: If a program doesn't take any apprentices over the course of the year, should there be a compliance review for good faith effort for that program? Answer from the committee was that if the program didn't bring anyone into their program in that year, the subcommittee would not look at a good faith effort.

Second question: If there were five or more apprentices registered in a calendar year, would there be need for a compliance review on that program? The answer was, yes.

Under new business:

The subcommittee wants to further qualify the following: Every program will receive a program review for 2004. If the program has not taken any apprentices in over the year, they will not be required to fill in the EEOC good faith documentation. The review will be conducted on the program and not the individual occupation. Baselines will be developed on each craft, and a ten-year snapshot of the completion retention on each program will be compared to the baseline of that craft.

On retention issues, the subcommittee will look at how programs bring in individuals to their program, whether there is a pre-apprenticeship program or orientation, whether there is mentoring opportunities, or if the program is working with community colleges for English as a second language and ABC support for their apprentices.

The compliance review forms were submitted by the Department to the subcommittee. It was motioned, seconded, and carried to approve these forms. They will be utilized for the 2004 compliance reviews.

The Department was further directed to create baseline ten-year beta reports per craft on retention completion rates. The craft baseline and the individual baseline will be reported to the subcommittee as they review the 2004 compliance reviews.

WSATC Tribal Liaison Subcommittee

Reginald Kaiser reported: The Tribal Liaison Subcommittee met with the Lummi tribe on August 20, 2004 at the L & I headquarters, Tumwater, Washington, at their request. The tribe had developed a plan and budget for the prospective apprenticeship program. They wanted input and suggestions on three items: One, plan assumptions; two, assistance on finding sources for financial assistance; and three, clarification of apprenticeship program requirements and terminology.

Together we were able to work through the various questions and concerns but could not come up with a comprehensive list of sources of financial aid, although a number of sources were identified. The tribe is currently working on some of those, and we intend to get back to them and provide additional assistance.

Representing the Lummi tribe was Kathy Pierre of Northwest Indian College; Rebel Harjo, Northwest Indian College; Teresa Oliver of Flintco Construction; Larry Preist, Lummi TERO; Ron Finkbonner, Jr., Lummi compliance officer; Lenny Dickson, Lummi funding specialist.

Representing the apprenticeship community was Bill McKenna of Western Washington carpenters and Rick Poitras of the NASC JATC.

Representing the Tribal Liaison Subcommittee was Marvin Jenkins of Washington State Department of Transportation; Alice Curtis, apprenticeship coordinator of L&I; Todd Snider, apprenticeship coordinator of L&me; and me.

It was over a year ago - exactly one year ago - that we established this subcommittee in an effort to expand apprenticeship opportunities to the Indian tribes in the state of Washington. It has proven to be an extremely hard sell. There is a great deal of interest in apprenticeship but a greater degree of caution about committing themselves.

On October 19th I received a call from Ron Finkbonner saying that the Lummi tribal council had approved a resolution permitting them to establish an apprenticeship program. We feel that's a real step forward. However, we recognize that the challenge has just begun. Now we have to make sure that the Lummi tribe succeeds, because I feel that if they have a high degree of success that other tribes will follow. I think that the caution that has been exhibited by the various tribes is because they really fear what they might be getting into. So, I'm going to call on all of those who have helped in the past to step forward and help ensure that this program is a success.

Now I want to give a special thanks to some of the folks who have been in this for quite a little while: Alice Curtis and Todd Snider, thank you so much; Bill McKenna and Rick Poitras, great help, thank you so much; and Marvin Jenkins. Marvin, a special thanks to you because I know that you have visited with the tribe on numerous occasions and have done yeoman's work in terms of convincing them that this is the right step for them to take. Now our work begins.

COUNCILMEMBER NICHOLS responded: I'd like to add to that list Chuck Danner who has flown over on more than one occasion to try to support this effort. He has brought his experience to bear to make this happen, not only with the Lummis but also with the Colvilles and other tribes. I would agree with Reg that this is a long-term effort and that there can be great success for the whole apprenticeship community if we continue to stay the course.

WSATC Annual Report Subcommittee

No report.

WSATC Reciprocity Subcommittee

Reginald Kaiser reported: The Reciprocity Subcommittee did meet in July in Vancouver, Washington. It was a joint meeting of the states of Washington, Oregon, Idaho, and Montana. Present representing Oregon was Ken Fry; Idaho, Barb Adalay, and Montana, Mark Maki, was not able to make it.

There was a general discussion of various incidents that happened during the past year, none of which were of major importance. The subcommittee decided that there was no need to change the operating agreements between the states. The meeting was adjourned at 3:00.

WSATC Special Subcommittee

No report.

WSATC Strategic Planning Subcommittee

Susan Crane reported: We have a report.

Melinda Nichols reported: We have a short report. The Strategic Planning Committee did meet in September with Dave Johnson, Susan Crane, myself, and the staff at the Port of Seattle. We developed a list of issues that we wanted to give further consideration to. We will be meeting again to report to you in more depth and detail at the January apprenticeship council meeting.

WSATC Tie-Breaker Subcommittee

No report.

WSATC WAC/RCW Policy Subcommittee

Susan Crane reported: The WAC/RCW Policy Subcommittee has met twice during the month of September. We were doing work on the pilot project for geographical expansion.

At this point we are going to be proposing that the Council take a look at and adopt a rule and send that to adopt the policy and send that through the rule-making process. What I'd like to do is, first off, to thank all of the many people who worked with us on the expanding committee and gave up their time to thrash this one out. There were a number of councilmembers involved and there were a lot of people from the apprenticeship community who were part of this process with us.

I would at this point like to read the proposed rule because it is very short. It will be available to people. Let's talk about that briefly. This is in regard to geographical expansion.

“All apprenticeship agreements must comply with the approved program standards, Chapter 49.04 RCW and Chapter 296-05 WAC. The standards of apprenticeship agreements must demonstrate the program sponsor's need for apprentices in the area covered by the apprenticeship standards. The following are some examples of ways the program sponsor can demonstrate the need for apprentices exists: Statistical analysis of workload projections; demographic information relating to expected workload growth. Our recommendation is that the Council approve the CR 101 filing for the code reviser's office at this meeting. Thank you.”

I also would like to say that there was some discussion earlier about whether or not we would include a checklist as part of this process in the rule itself. After much discussion within the subcommittee, it was agreed that there would not be a checklist as part of the rule itself.

The Department will be looking at such things as whether or not the program is currently in compliance and will be reporting back to the Council on that when proposals for geographic expansion come forward.

CHAIRMAN CROW reported that the Council will be voting on that issue tomorrow.

WSATC “Final Order” Status Report

Nancy Mason handed out the report to the Council members.

WSATC Members

No report.

UNFINISHED BUSINESS:

1. Request for Reconsideration of Case 03-20

SEATTLE AREA PLUMBING & PIPEFITTING INDUSTRY JATC / WILLIE K. DUHON

M/S/C to reaffirm the Council's "Final Order" decision

NEW BUSINESS:

Proposed Committees:

2. FERRY COUNTY HOSPITAL DISTRICT #1 JATC COMMITTEE

Licensed Practical Nurse (DOT 29-2061-00) 2,000 hours

M/S/C to approve

3. ST. JOSEPH'S HOSPITAL AND LONG TERM CARE FACILITY

Licensed Practical Nurse (DOT 29-2061-00) 2,000 hours

M/S/C to approve

New Standards:

4. ANTHONY'S ORAL ARTS DENTAL LABORATORY APPRENTICESHIP PROGRAM

Fixed Prosthetic Dental Lab Technician (DOT 712.381-018) 2,550 hours

Pulled from the agenda per Sponsor's request

5. KITTITAS PUD NO. 1

Lineman (DOT 821.261-014) 6,000 hours

M/S/C to approve

6. NESPELEM VALLEY ELECTRIC COOPERATIVE APPRENTICESHIP COMMITTEE

Lineman (DOT 821.261-014) 6,500 hours

NOTE: *In July, Rep for Colville expressed concern for Tribal employees and they do employ Native Americans; Sponsor agrees to post notice with TERO*

M/S/C to approve

Revised Standards:

7. CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE

INTRODUCTORY PARAGRAPH

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section IV: Term of Apprenticeship

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

**8. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON
(Construction Electrician)**

Section I: Geographic Area Covered

M/S/C to approve

9. EVCO SOUND & ELECTRONICS, INC.

COVER PAGE: Revise to read **4,800 hours**

Section I: Geographic Area Covered

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section XI: Committee – Responsibilities and Composition

NOTE: *Info regarding apprentice requirement issues and graduation; Kevin Bauer took over as president in 2000; haven't had any completion; 10 total people – 70% fulfilled and taken the test; 3 former apprentices obtained their 06 license; stayed working for EVCO.*

M/S/C to approve, Sponsor agreed to change Section IV to read 4,800 hours.

10. INLAND EMPIRE ELECTRICAL TRAINING TRUST

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

11. J.R. SIMPLOT CO. QUINCY – INDUSTRIAL MAINTENANCE MECHANIC

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

B. Equal Employment Opportunity Plan

Section VII: Apprentice Wages and Wage Progression

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

M/S/C to approve

12. KING COUNTY CARPENTERS APPRENTICESHIP COMMITTEE

ADD: SHIPWRIGHT (DOT 860.381-058) 5200 – 8000 hours

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

M/S/C to approve

13. LU 112 - NECA ELECTRICAL APPRENTICESHIP COMMITTEE

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

14. NORTHWEST LABORERS APPRENTICESHIP COMMITTEE

Section X: Administrative/Disciplinary Procedures

M/S/C to refer back to Sponsor and work with the Department to make any change

15. NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section VI: Ratio of Apprentices to Journey Level Workers

M/S/C to approve

16. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

17. SEATTLE AREA ROOFERS APPRENTICESHIP PROGRAM

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section IX: Related Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve Sections III, IX, and X; Section II needs to be resubmitted with a restatement concerning reliable transportation.

18. SNOHOMISH COUNTY P.U.D. NUMBER 1 APPRENTICESHIP COMMITTEE

COVER PAGE: Occupation name change to **System Dispatcher to Energy Control Dispatcher.**

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Section XI: Committee – Responsibilities and Composition

M/S/C to approve

19. SOUTHWEST WASHINGTON ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

20. TRANSTECH ELECTRIC, INC., APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section VIII: Work Processes

Section X: Administrative/Disciplinary Procedures

M/S/C to approve with:

- Moving “Drug testing language” to Selection Procedures as #4;
- Replace “electrical construction trade” with “Of the Trade” in Section II. Physical;
- Incorporate “application address” into the existing Section III.A.5. as “Applications are available Monday through Friday at 9012 South 208th Street, Kent, WA 98031”;
- Add “apprenticeship” ahead of “committee” in Section III.A.1 and 3;
- Remove “and Others” in section X.A.(2)

21. WASHINGTON STATE COSMETOLOGY APPRENTICESHIP COMMITTEE

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

22. WASHINGTON STATE DEPARTMENT OF LABOR AND INDUSTRIES/CLASSIFIED EMPLOYEES JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

M/S/C to approve

Cancellation of Apprenticeship Committees:

NONE

Cancellation of Apprenticeship Standards:

23. KAISER ALUMINUM AND CHEMICAL CORPORATION (TACOMA WORKS) APPRENTICESHIP COMMITTEE (department request)

M/S/C to cancel per Department request

ADMINISTRATIVELY APPROVED REVISIONS:

REQUESTS FOR REVISION OF STANDARDS

24. ORCAS POWER & LIGHT COOPERATIVE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
B. Equal Employment Opportunity Plan
Section IX: Related/Supplemental Instruction

25. PASCO MILLWRIGHTS APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

26. SOUTHEASTERN WASHINGTON/NORTHEASTERN OREGON SHEET METAL WORKERS APPRENTICESHIP COMMITTEE

Section VII: Apprentice Wages and Wage Progression

27. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
B. Equal Employment Opportunity Plan

M/S/C to approve (Dave D'Hondt recused himself)

28. WESTERN WASHINGTON LATHING, ACOUSTICAL & DRYWALL SYSTEMS & THERMAL INSULATION INSTALLERS APPRENTICESHIP COMMITTEE

- Section XI: Committee – Responsibilities and Composition
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

M/S/C to approve items 24, 25, 26, and 28

COMMITTEES; SUBCOMMITTEE; TRAINING DIRECTOR/COORDINATOR

29. CHELAN COUNTY PUBLIC DISTRICT NO. 1 APPRENTICESHIP COMMITTEE

- Section XI: Committee – Responsibilities and Composition

30. CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE

- Section XI: Committee – Responsibilities and Composition
Section XII: Subcommittee
Section XIII: Training Director/Coordinator

31. CITY OF TACOMA – WATER DIVISION APPRENTICESHIP COMMITTEE

- Section XII: Subcommittee

32. COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

- Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator

33. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Carpenter)

- Section XI: Committee – Responsibilities and Composition

34. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Electrical)

- Section XI: Committee – Responsibilities and Composition

35. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Painter/Decorator)

- Section XI: Committee – Responsibilities and Composition

36. EASTERN WASHINGTON, NORTHERN IDAHO, AND MONTANA ASBESTOS WORKERS APPRENTICESHIP COMMITTEE

- Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator

37. EVCO SOUND & ELECTRONICS, INC.

- Section XI: Committee – Responsibilities and Composition

38. GRAYS HARBOR PAPER L.P. APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

39. I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

40. INLAND EMPIRE ELECTRICAL TRAINING TRUST

Section XI: Committee – Responsibilities and Composition

41. INTALCO ALUMINUM CORPORATION JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

42. J.R. SIMPLOT CO. QUINCY – INDUSTRIAL MAINTENANCE MECHANIC

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

43. LEWIS COUNTY P.U.D. APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

44. MASON COUNTY PUBLIC UTILITY DISTRICT #3 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

45. NESPELEM VALLEY ELECTRIC COOPERATIVE, APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

46. NORTH PUGET SOUND CARPENTERS JATC

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

47. NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

48. PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS #86 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Convert to the new WSATC standards format

49. PACIFIC POWER & LU 125 JATC, LINEMAN

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

Section XIII: Training Director/Coordinator

50. PACIFIC POWER & LU 125 JATC, METER TECHNICIAN

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

Section XIII: Training Director/Coordinator

51. PACIFIC POWER & LU 125 JATC, SUBSTATION WIREMAN

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

Section XIII: Training Director/Coordinator

52. PIERCE COUNTY ROOFERS APPRENTICESHIP COMMITTEE

Section XIII: Training Director/Coordinator

53. PORT ANGELES CITY LIGHT APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

54. SEATTLE HEAT AND FROST INSULATORS AND ASBESTOS WORKERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

55. SEATTLE AREA ROOFERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

56. SNOHOMISH COUNTY P.U.D. NUMBER 1 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

57. SOUTHWEST WASHINGTON PIPE TRADES APPRENTICESHIP COMMITTEE

Section XIII: Training Director/Coordinator

58. WESTERN STATES BOILERMAKERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

59. WESTERN WASHINGTON CEMENT MASONS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

60. WESTERN WASHINGTON STATIONARY ENGINEERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

M/S/C to approve items 29 – 60

Reciprocal Standards:

61. APPROVED – none

62. RECOGNIZED - none

GOOD AND WELFARE

Sandra Olson, Construction Industry Training Council: I just want to thank the Department and the Council for having this meeting at this very wonderful hotel. I want to share with you part of the reason, I'm from Spokane and I had my junior and senior prom up in that ballroom that we met in yesterday. It's wonderful bringing those memories back. I also wanted to share with you that the director of facilities and planning from the Spokane school district happened to be here yesterday, and I really should have introduced him or given him an opportunity to say hello to all of you. He wasn't able to be here today, but he wants you to know how much he appreciates that you're opening up apprenticeship for all in this region, this part of the country. I said I would relay that information as well.

Pete Nicacio, training coordinator for Eastern Washington/Northeast Oregon Pipe Trades JATC and president of Eastern Washington Coordinators' Association: We would like to voice

a concern to the Department that, although we would like to see someone on the Council from Eastern Washington, and it's not anything against any of the councilmembers in any way, it's just a concern of ours that we would like to see representation for the eastern side of the state. That's what we would like to say.

Patrick Woods: Just wanted to mention a couple of things, today's kind of a historic time for the apprenticeship community with the approval of the nursing LPN. That's a very significant event and I'd like to thank all of the apprenticeship community and our coordinators that were involved in that. That has been a long road, dealing with the medical apprenticeships. That has not been easy. I know we've got people here from the community colleges and from the federal; all folks that worked extremely hard often on that. Tuesday night they had a meeting with representatives from Eastern Washington to try and move that forward. Very significant. And finally I'd like to thank all of the coordinators and the staff and the ad hoc members for all the work that's gone into not just this apprenticeship council meeting, but all of the ones during this last number of years.

Randy Ambuehl, Northwest Washington Electrical Industry JATC: I just wanted to express some concerns, without getting into details, on communications. There was a letter sent by an attorney representing our JATC dated September 25th to the section and addressed to the Councilmembers. It was responded to September 28th but that didn't show up in the log. Additionally, talking with a couple of the councilmembers, they never received a copy of this communication. I don't know what merits being put on the log, but in interest of the mail being delivered, that we should look at that situation.

Anne Wetmore: I would just like to ask if the Council would like to work with the Department with ATELS, and perhaps the Department of L & I to work with our Washington Department of Transportation to try to access the federal funds to see if we could get some to our state, such as in Oregon and some of the other states around the country. I think some of that money could be used for apprenticeship preparation programs around the state. I'm not sure how to access it, but I think if we all worked together and working with our good partner, Marvin Jenkins, and his boss, maybe we could finally figure it out. I think that is such an important suggestion that it should be in the form of a motion from the Council.

COUNCILMEMBER LINK: Madam Chair, I'll make the motion that the Department work in conjunction with the Department of Transportation as well as ATELS, formerly BAT, to secure grant funding from the federal government.

COUNCILMEMBER CRANE: Second.

VICE-CHAIRWOMAN NICHOLS: All in favor?

THE COUNCIL: Aye.

VICE-CHAIRWOMAN NICHOLS: Opposed? Thank you very much, Anne --

COUNCILMEMBER LINK: I'd just like the record to reflect that I made the motion to accept the nursing programs.

VICE-CHAIRWOMAN NICHOLS: I have one more, which is that we have been doing so many wonderful things in the last few years that I think it would behoove us to have some kind

of recognition ceremony for the excellence that all of the people in this room and all around the state are doing to further apprenticeship, to further opportunities for young people in the state to access apprenticeship; companies that are doing wonderful things in developing apprenticeship. If there are people who are interested in working on such a subcommittee, I think that we would be able to have an event in connection with an apprenticeship council meeting at a later date. I think it's very important for us to start telling our story positively and praising to the people who are doing the things that the Council wants to have done in the state.

DATE AND LOCATION OF NEXT MEETING:

JANUARY 20 - 21, 2004
DEPARTMENT OF LABOR & INDUSTRIES
TUMWATER WASHINGTON

FUTURE MEETING SITES:

APRIL 2005	BELLINGHAM
JULY 2005	VANCOUVER
OCTOBER 2005	CHELAN
JANUARY 2006	TUMWATER

ADJOURNMENT 10:37 A.M.